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## **PRACTICE and EDUCATION COMMITTEE** **(Approved December 20, 2013)**

The Practice and Education Committee held a meeting on June 14, 2013 at 9:00 A.M. in Conference Room A, Cannon Building, 861 Silver Lake Blvd, Dover, Delaware.

**PRESENT:** Robert Contino, Nancy Bastholm, Linda Brauchler, Stephanie Evans-Mitchell, Barbara Willey

**ABSENT:** Valerie Harrison

**GUESTS:** Yvonne Stringfield & Freddie Asinor, DSU Representatives  
Barbara J. Robinson, Leads School of Technology

**PRESIDING:** Dr. Contino

**STAFF:** Pamela Zickafoose, Executive Director, Delaware Board of Nursing

**CALL TO ORDER:** Dr. Contino called the meeting to order at 9:15 a.m. Dr. Contino greeted the guests and committee members introduced themselves.

**REVIEW OF MINUTES:** Ms. Bastholm made a motion, seconded by Dr. Evans-Mitchell, to approve the minutes of the June 10 meeting as corrected. By majority vote the motion carried with Ms. Willey abstaining.

### **EDUCATION**

#### **Review of Interim Progress Reports**

##### **DSU**

Dr. Evans-Mitchell recused herself from the discussion. Dr. Contino stated he had a question on the action plan with Deficiency #5 (which are the corrective actions to improve NCLEX scores) and why none of the strategies were implemented and most were planned for the future. The plan says the admission criteria will be submitted in the Fall and then implemented in 2014. Ms. Willey asked "What has been done?" and added they have been sent things to change and nothing has been done. Dr. Zickafoose stated she did meet with Dr. Lacey, Dr. Boss-Victoria and their statistician and they described what they planned to do. Dr. Zickafoose stated they needed to implement these plans because the Board wanted to see the outcomes of their actions.

Their NLNAC visit was in 2011 and nothing has been done to address the recommendations and make improvements, according to this action plan. Ms. Bastholm stated that on page 3 in regards to ATI and the academic policies, "there is no meat here." Dr. Contino summarized stating the Board needs more specific information including whether the internal employer and student satisfaction surveys need to go to the IRB for approval. He also stated the Board needs to know how they specifically plan to change the admission criteria, where the proposal is for the curriculum mapping, and what the ATI testing policies are including implementation of the policies.

Dr. Zickafoose suggested the committee allow Dr. Asinor and Dr. Stringfield to provide clarification. They joined the table and Dr. Asinor, Dean of the College of Education, Health, and Public Policy, stated the "the system is broken and we are putting a process into place to fix it." He added that these deficiencies should start immediately and this report should not be "proposed." DSU wants to prepare the best quality nurses who can pass boards and they know this is a serious problem. Dr. Asinor stated he is in full support of what is being said by the committee members and that he is going to be actively involved with the program. He plans to implement changes within the next two weeks to address these issues. Dr. Stringfield, nursing faculty at DSU, clarified for deficiency #2 that there was a survey tool but it was not used for the past two years and this tool does not need IRB approval. She stated ATI has been with DSU for a long time, since 2007, and changes can be implemented in the Fall. It must be integrated into each clinical course and there is a policy. Dr. Zickafoose added that it is important for all faculty to buy-in to the policy and support the policy across the department. Dr. Contino requested their next report should include the policy. Ms. Willey questioned whether it is a faculty decision or does their C&I committee dictate use of the policy. Dr. Asinor stated he would dictate that it be used and he added there would be a three day workshop in July for nursing faculty where this would be addressed. Dr. Asinor also stated he brought in consultants who provided him with feedback of 15 items that need immediate action.

Ms. Willey made a motion for DSU to submit another report in 3 months (by September 15) to include their graduate survey, ATI policy, Consultant report, and outcomes of the faculty retreat. Ms. Bastholm seconded the motion. By majority vote, the motion carried with Dr. Evans-Mitchell recused. Ms. Brauchler commented that Janet Keane is available from ATI to assist the school. Dr. Asinor and Dr. Stringfield left the meeting. Dr. Zickafoose reported that the NCLEX pass rate for October 2012-March 2013 was 60% for first time takers. This is the first half of the year that will be included in next years annual report.

### **Delaware Skills Center**

Dr. Zickafoose reported the NCLEX pass rate for the first six months of this reporting period show an 81.8% pass rate with 9/11 students passing the exam. Ms. Brauchler

stated they have a good progression and show improvement. Dr. Contino questioned why the report submitted is comparing the day and evening program when the evening program is not operating. Committee members discussed the possible reasons and concluded they were answering the questions previously asked of the Delaware Skills Center. Dr. Zickafoose met with their new principal Eric Wells when she presented to the students and he informed her that the Skills Center program is solely funded by the Department of Labor (DOL). Ms. Brauchler commented on page 2 of the report there was no data for employer satisfaction, only data that they were employed. Committee members commented that a copy of the survey would assist members to know what is being asked of the employers and it would help to identify outcomes. Members questioned whether the two part-time evening faculty were being absorbed into the day program faculty. Ms. Willey questioned the impact of "touring" a simulation lab and committee members determined it could have some benefit especially if the school does not have a simulator. Dr. Evans-Mitchell questioned whether the DOL has a benchmark for employment rates contingent for funding the program? Dr. Evans-Mitchell made a motion to accept the report and recommend in their letter that they include a sample of the surveys in their annual report, seconded by Ms. Brauchler. By unanimous vote, the motion carried.

### **Leads School of Technology**

Dr. Zickafoose reported the NCLEX pass rate for the first six months of this reporting period show an 34.8% pass rate with 23/66 students passing the exam. She added this does not reflect any changes implemented in their action plan from last year. Dr. Contino stated a site visit was conducted on May 13, 2013 and the visit showed that Leads is implementing actions as stated in their plan. The current report submitted this month is really a repeat of what was in their plan from last year. Ms. Brauchler stated the 6 month report was well done. She pointed out the reason for students not taking the exam was due to an increase in fees at the Board of Nursing. Ms. Brauchler made a motion to accept the plan, seconded by Ms. Willey. By unanimous vote, the motion carried.

### **Wesley**

Dr. Contino recused himself. There were no students taking the NCLEX exam for the first 6 months of this reporting period. Dr. Zickafoose stated she did get an electronic copy of the report after she had copied the hard copy and scanned it to committee members. Dr. Evans-Mitchell commented she was not sure about the time invested into these reports, especially when the school was already granted until 2016 to correct their deficiencies and increase their pass rates. Ms. Willey commented we should start to see improvements before that date and their consultant recommendations were excellent. Wesley should continue to do 6 month reports. Dr. Evans-Mitchell made a motion to accept the report noting the ultimate time line of 2016 for successful passage

of the NCLEX above the 80% benchmark, seconded by Ms. Willey. By majority vote, the motion carried with Dr. Contino recused.

### **Camtech**

Dr. Zickafoose reported the NCLEX pass rate for the first six months of this reporting period show an 46.66% pass rate with 14/30 students passing the exam. The Board was notified that Camtech was denied a stay so they must commence closure of their program. They requested to allow their last class to graduate in February 2014. Committee members agreed this was adequate and consistent with the Rules and Regulations. Members questioned how students find out about this and determined this was a question for the Board's DAG.

### **Practice Issues** – None

**Other Business (for discussion only)** – Committee members discussed high stakes testing and a recent Florida law suit where policies were not followed and an incomplete grade held no grounds in court. The issue involved a school establishing one course as a high stakes test and the liability that places on the school for not preparing students for passing the NCLEX. Ms. Brauchler stated the NLNAC told her to give an incomplete grad for the ATI predictor if the students did not pass. Ms. Bastholm commented if the legal system looked at this it would seem it was for the benefit of the school and not the student which is not appropriate.

**PUBLIC COMMENT-** Barbara Robinson stated that Dr. Zickafoose told her that ATI is as good as the implementation by faculty. It is a whole lot of work and it is not good if some don't do it.

**NEXT MEETING-** TBD

**ADJOURNMENT-** The meeting was adjourned at 11:00 A.M.

Respectfully submitted,

*Pamela C. Zickafoose*

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